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THIS DOES NOT
CIRCULATE

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Monmouth County

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TOWNSHIP OF HOLMDEL, NEW JERSEY

HOLMDEL TOWNSHIP POLICE DEPARTMENT SERGEANTS' AGREEMENT

This agreement is made effective January 1, 1978 between the Township of Holmdel, as employer, and the Patrolmen's Benevolent Association of Holmdel, New Jersey, Local 239, and shall continue in effect until a new agreement has been reached by both parties.

In witness whereof the parties hereto have caused these amendments to be signed, and the Township Seal of Holmdel to be placed hereon this 28th day of MARCH 1978:

Mayor

James M. Caf

Representative of P.B.A. Local 239

Sgt Thomas Quaker

Attest:

John P. Wadington
John P. Wadington
Township Clerk

LIBRARY
Institute of Management and
Labor Relations

SEP 18 1978

RUTGERS UNIVERSITY

1978-1979

ARTICLE I RECOGNITION

The Township recognizes the P.B.A. Local 239 as the exclusive representative for all sergeants of the Holmdel Police Department for the purpose of negotiations and representation for this contract.

ARTICLE II SALARIES

1. The salaries of all sergeants covered by this agreement are set forth in Schedule "A" which is attached hereto, and made part hereof.
2. The following are the steps covering sergeants:
 - A. Sergeant 2nd Class - A sergeant who has been employed as a sergeant for a period of less than one year.
 - B. Sergeant 1st Class - A sergeant who has been employed as a sergeant for a period of one year, and is beginning his second year.

SCHEDULE "A"

	<u>1978</u>	<u>1979</u>
Sergeant 2nd Class	\$18,400	\$19,500
Sergeant 1st Class	\$19,450	\$20,835

1978

ARTICLE III HOLIDAYS

1. In addition to the salary in Article II, each sergeant shall receive the following:
 - A. \$100 for all holidays worked, with no compensatory time off taken.
 - B. \$35 for a holiday which falls on a scheduled day off and on which he does not work.
 - C. \$35 for a holiday which he works with a compensatory day off.

The working of holidays and the decision regarding compensatory time off shall be at the sole discretion of the Chief of Police.

2. The following are holidays for the purpose of this Article:

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|--------------------------|------------------------------|
| 1. New Year's Day | 7. Labor Day |
| 2. Lincoln's Birthday | 8. Columbus Day |
| 3. Washington's Birthday | 9. Veterans' Day (Nov. 11th) |
| 4. Good Friday | 10. Thanksgiving |
| 5. Memorial Day | 11. Day after Thanksgiving |
| 6. Independence Day | 12. Christmas |

Only one day shall be considered the holiday when the holiday may fall on a weekend. If the day is a Township holiday, then the day for all Township employees shall be applicable to the sergeants; otherwise Friday shall be the holiday for holidays which fall on Saturday and Monday for those which fall on Sunday.

ARTICLE III (cont'd.)

3. Payment for holidays shall be made in a lump sum with the regular final payroll for the month of November of the year earned.

ARTICLE IV LONGEVITY

1. On completion of five years of service with the Holmdel Township Police Department, longevity will be paid by the Township of Holmdel to each and every sergeant based on his base salary in the twelfth month of the previous year of service.
2. Beginning with the 6th year, a sergeant's annual salary will be increased by:

In the 6th through 10th years	\$300
In the 11th year and over	\$750
3. For the purposes of payroll, the longevity payment shall be included in a sergeant's regular pay check, proportioned throughout the year. The annual payment is not cumulative.
4. Any sergeant currently receiving a longevity payment in excess of the dollar amount he would receive under the terms of this Article, shall continue to receive the longevity payment which he had in the 1977 contract year, until the payment under the provisions of this Article exceeds that dollar amount.

ARTICLE V VACATION TIME

1. A sergeant of the Holmdel Township Police Department shall accrue vacation time at a rate of one working day per month up to his employment with the Township of Holmdel for a period of five years.
2. A sergeant of the Holmdel Township Police Department who has been employed with the Township of Holmdel for a period of five years, and is beginning his sixth year, shall accrue vacation at the rate of $1\frac{1}{4}$ (1.25) days per month.

ARTICLE VI CLOTHING ALLOWANCE

1. Each and every sergeant of the Holmdel Township Police Department shall receive a clothing allowance as follows:

1978	\$425
1979	\$450

2. The clothing allowance shall be administered through a voucher system. Articles of uniform apparel or any regulation equipment, as determined by the Chief of Police, may be purchased from any vendor provided they meet the standards established by the Chief of Police. The Township shall process and pay vouchers for all uniforms so purchased upon proper submission, up to the amount of the sergeants clothing allowance for the calendar year.
3. These amounts will be pro-rated as per time of employment for that said year.

ARTICLE VII CLEANING ALLOWANCE

1. Each and every sergeant employed by the Holmdel Township Police Department shall receive a clothing maintenance allowance as follows:

In the year 1978	\$125
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In the year 1979	\$150
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2. These amounts shall be paid each year beginning January 1st and ending December 31st, and shall be paid to the selected cleaning establishment upon submission of a voucher for the set amount by each and every sergeant in accordance with applicable Township ordinances and procedures.
3. These amounts will be pro-rated as per time of employment for the said years of 1978 and 1979.

ARTICLE VIII SICK LEAVE

1. A sergeant of the Holmdel Township Police Department shall accrue sick leave at a rate of $1\frac{1}{4}$ (1.25) days per month up to 120 days.
2. A sergeant upon qualified PERS retirement shall receive pay for all unused accrued sick leave up to 120 days at the rate of 1 day's pay for each 2 days accrued, with a monetary limit of \$5,000.

PERS: Public Employees Retirement System

ARTICLE IX INSURANCE

1. The Township of Holmdel shall pay for full insurance coverage, including liability, and workmen's compensation, of each sergeant employed by the Holmdel Township Police Department.
2. The Township shall also provide each sergeant with a \$10,000 group term life insurance which will be with an insurance company of the Township's selection.
3. In addition, the pension program provides $1\frac{1}{2}$ times annual salary, at no additional cost to the participants. Further, an optional life insurance benefit of $1\frac{1}{2}$ times annual salary is available at a cost of $\frac{3}{4}$ of 1% of annual salary. The cost of this optional insurance is subject to review and adjustment by the Pension Trustees.
4. Hospitalization insurance:
 - A. The Township of Holmdel shall pay and provide hospitalization insurance for each and every sergeant employed by the Holmdel Township Police Department, and said sergeant's eligible wife and children.
 - B. This insurance shall be Blue Cross/Blue Shield, Major Medical, and Rider "J" Coverage under the State of New Jersey Employment Plan, subject to appropriate State laws concerning community health plans.
 - C. Each sergeant shall have the choice of the particular plan selection.

ARTICLE X FUNERAL LEAVE

1. Sergeants employed by the Holmdel Township Police Department shall be entitled to three days off in the event of the death of a member of his immediate family, or the immediate family of his spouse.
2. The sergeant is entitled to these said three days, but it is his option to take none, one, two, or three of the days.
3. The immediate family is spouse, mother, father, sister, brother, child, step-parents, step-children, and step-siblings of the sergeant or his spouse.
4. These said days will be charged to the sick time accumulation, or entitlement of the individual sergeant, and additional days may be granted by the Chief of Police.

ARTICLE XI COLLEGE CREDITS

For the contract year 1978, the college credit program shall continue as in the 1977 contract, as enumerated in 1. through 5. below. Beginning in 1979, the program shall change to that enumerated in section 6. and following.

1. Every sergeant employed by the Holmdel Township Police Department, who elects to further his education in an endeavor to make himself a more knowledgeable person, shall receive twenty dollars for each college credit he successfully completes. This remittance will be in addition to his annual salary and other benefits sergeants are entitled to.
2. Only courses which are creditable towards a degree in law enforcement or criminal justice are applicable to this incentive payment.
3. The sergeant will receive payment for these credits upon the submission of a voucher to the Township with a copy of the transcript as verification of credits obtained on or before December 31, 1978, in accordance with applicable local ordinances and procedures.
4. The sergeant will receive continuous annual payment for all college credits accumulated after January 1, 1974.
5. Example:

If a sergeant had obtained three college credits after January 1, 1974, he would receive sixty dollars upon submitting a voucher to the Township. This same sergeant

ARTICLE XI (cont'd.)

8. Any sergeant who will have payments for college credits accumulate through December 31, 1978 in an amount that would exceed the payments in Section 6. above, shall continue to receive payments each year of the amount so earned until such time as he receives a degree which would pay a bonus higher than the amount he is receiving for accumulated credits. At that time he would receive the amount for the degree and the college credit amount would be discontinued.

If this change-over point occurs in mid-year, the difference shall be pro-rated from the time of the award of the degree.